

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

OP Memorandum on Overseas Pay Schedule

FROM:

Chief, Programs and Analysis,
Policy and Programs Staff-1001 Ames

EXTENSION

NO.

DATE

25 June 1981

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Chief, PPS
1006 Ames

2.

3. DD/PAGE
1006 Ames

4.

5. EA/D/OP
5E58 Hqs.

6.

7. DD/OP

8.

9. D/OP - Signature In Black Ink Please

10.

11.

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13.

14.

15.

Attached is a proposed OP Memorandum and attached pay schedules regarding the Overseas Pay Schedule for D/Pers. signature.

We anticipate coordination of the HN will be completed by 29 June and that these issuances can be forwarded for publication and distribution concurrently.



OP MEMORANDUM NO.

OFFICE OF PERSONNEL MEMORANDUM

20 JUL 1981

SUBJECT: Overseas Pay Schedule

1. Effective 12 July 1981, a new Agency Overseas Pay Schedule is approved resulting in a 9.6 percent salary increase at all grade levels. This schedule was developed to recognize the special demands which overseas service places on Agency personnel and to serve as an incentive for our employees to seek and remain in overseas positions with the Agency.

2. All full-time permanent staff and contract employees serving PCS overseas who are U.S. citizens, whose appointments are greater than one year, and who work a regularly scheduled tour of duty are covered by the Overseas Pay Schedule which is made up of six separate pay schedules. These are: the General Schedule Overseas (GSO), the Overseas Engineering Pay Schedule (GSX), the Overseas Medical Officer Pay Schedule (GSY), Senior Intelligence Service (SIX), and the two Overseas Graphic Arts Schedules (GAY) and (GAX). Local hire employees, whether contract or reinstated staff, are not included. Copies of the current schedules are attached. This new schedule is included in base pay and increases employee entitlements such as: high three salary for the purpose of computing annuities, FEGLI coverage, accident or death benefits, and increased base for premium pay (overtime, night differential, holiday pay, and Sunday premium pay). Although this new benefit results in salary increases for all grade levels, employees are limited by law to the pay cap of \$50,112.50 per annum. The present systems for within-grade and quality step increases and promotions remain intact.

3. For eligible employees serving PCS overseas, the new Overseas Pay Schedule is effective on 12 July 1981. For employees assigned overseas after this date, the new rate is effective on the first day of the first biweekly pay period following PCS arrival overseas. This benefit ends with the biweekly pay period following the date of departure for a domestic PCS assignment. For example, departure on 6 August 1981 (pay period 17) would result in termination of the overseas pay rate effective 9 August 1981 or the beginning of pay period 18. Please note that the Overseas Pay Schedule remains in effect during periods of home leave and during TDY away from post if the employee returns to the post or transfers laterally PCS to another overseas post.

4. All eligible employees serving PCS overseas on 12 July 1981 are automatically covered under the new schedule. But to insure prompt

initiation and termination of this benefit for employees assigned to or departing from overseas locations after this date, all stations and bases have been requested to cable both arrival and departure notices to their headquarters component for each employee covered under this schedule. A component-generated special personnel action is required to control coverage under this system. Therefore, after 12 July 1981, personnel officers shall prepare a pay adjustment personnel action (Form 1152) for each employee eligible for this benefit who departs to and from a PCS overseas assignment. These pay adjustment actions are based on information received from stations and bases and must include the effective date of coverage or termination of coverage under the Overseas Pay Schedule and the appropriate pay schedule indicator. It is the component personnel officer's responsibility to initiate these actions as soon as notification of arrival or departure is received.

5. For additional information and assistance, please contact the Chief, TRB

James N. Glerum

James N. Glerum
Director of Personnel

OPM

Attachments
Six Overseas Pay Schedules

CSO

GENERAL SCHEDULE OVERSEAS (GSO)

(effective 12 July 1981)

Grade	Increment	1	2	3	4	5	6	7	8	9	10
GSO-15	1,627	48,824	50,451*	52,078*	53,705*	55,332*	56,959*	58,586*	60,213*	61,840*	63,467*
GSO-14	1,383	41,507	42,890	44,273	45,656	47,039	48,422	49,805	51,188*	52,571*	53,954*
GSO-13	1,170	35,125	36,295	37,465	38,635	39,805	40,975	42,145	43,315	44,485	45,655
GSO-12	985	29,538	30,523	31,508	32,493	33,478	34,463	35,448	36,433	37,418	38,403
GSO-11	822	24,645	25,467	26,289	27,111	27,933	28,755	29,577	30,399	31,221	32,043
GSO-10	747	22,432	23,179	23,926	24,673	25,420	26,167	26,914	27,661	28,408	29,155
GSO-09	680	20,369	21,049	21,729	22,409	23,089	23,769	24,449	25,129	25,809	26,489
GSO-08	615	18,441	19,056	19,671	20,286	20,901	21,516	22,131	22,746	23,361	23,976
GSO-07	554	16,652	17,206	17,760	18,314	18,868	19,422	19,976	20,530	21,084	21,638
GSO-06	499	14,985	15,484	15,983	16,482	16,981	17,480	17,979	18,478	18,977	19,476
GSO-05	448	13,444	13,892	14,340	14,788	15,236	15,684	16,132	16,580	17,028	17,476
GSO-04	400	12,015	12,415	12,815	13,215	13,615	14,015	14,415	14,815	15,215	15,615

*The rate of basic pay for employees at these rates is limited to \$50,112.50 by Section 5308 of Title 5 of the United States Code.

ADMINISTRATIVE - INTERNAL USE ONLY

"GSX"
OVERSEAS ENGINEERING PAY SCHEDULE (GSE)
PER ANNUM RATES
(effective 12 July 1981)

GRADE	INCREMENT	1	2	3	4	5	6	7	8	9	10
GSX-05	448	17,476	17,924	18,372	18,820	19,268	19,716	20,164	20,612	21,060	21,508
GSX-06	499	19,476	19,975	20,474	20,973	21,472	21,971	22,470	22,969	23,468	23,967
GSX-07	554	21,638	22,192	22,746	23,300	23,854	24,408	24,962	25,516	26,070	26,624
GSX-08	615	23,361	23,976	24,591	25,206	25,821	26,436	27,051	27,666	28,281	28,896
GSX-09	680	25,129	25,809	26,489	27,169	27,849	28,529	29,209	29,889	30,569	31,249
GSX-10	747	26,167	26,914	27,661	28,408	29,155	29,902	30,649	31,396	32,143	32,890
GSX-11	822	27,111	27,933	28,755	29,577	30,399	31,221	32,043	32,865	33,687	34,509

GSX GSO

5-1 = 5-10

6-1 = 6-10

7-1 = 7-10

8-1 = 8-9

9-1 = 9-8

10-1 = 10-6

11-1 = 11-4

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"GSY"

OVERSEAS MEDICAL OFFICER PAY SCHEDULE (GSM)
PER ANNUM RATES
(effective 12 July 1981)

GRADE INCREMENT	1	2	3	4	5	6	7	8	9	10
GSY-11 822	32,043	32,865	33,687	34,509	35,331	36,153	36,975	37,797	38,619	39,441
GSY-12 985	38,403	39,388	40,373	41,358	42,343	43,328	44,313	45,298	46,283	47,268
GSY-13 1170	45,655	46,825	47,995	49,165	50,335*	51,505*	52,675*	53,845*	55,015*	56,185*
GSY-14 1383	51,188*	52,571*	53,954*	55,337*	56,720*	58,103*	59,486*	60,869*	62,252*	63,635*
GSY-15 1627	55,332*	56,959*	58,586*	60,213*	61,840*	63,467*	65,094*	66,721*	68,348*	69,975*

*The rate of basic pay for employees at these rates is limited to \$50,112.50 by Section 5308 of Title 5 of the United States Code.

GSY GSO
11-1 = 11-10
12-1 = 12-10
13-1 = 13-10
14-1 = 14-8
15-1 = 15-5

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"GAX & GAY"

OVERSEAS GRAPHIC ARTS SCHEDULE (GA)
(effective 12 July 1981)

			1	2	3	4	5	A	B	C	D	E	F	G	H	I	J
SCHEDULE	GR	TITLE	JNYMN	PRO-1	PRO-2	PRO-3	PRO-4	DCH	DCH	DCH	DCH	DCH	CH	CH	CH	CH	CH
GAX	01	Letter Press	14.14	14.57	15.00	15.45	15.91	15.37	15.79	16.23	16.68	17.14	17.22	17.65	18.08	18.53	18.99
	02	Offset Pressman	15.04	15.49	15.95	16.43	16.92	16.26	16.71	17.17	17.66	18.15	18.12	18.57	19.03	19.51	20.00
	03	Offset Let Press	17.77	18.30	18.85			18.99	19.53	20.08			20.85	21.38	21.93		
	04	Pressman-I	19.42					20.65					22.50				
	05	Offset Press Appren	8.27	9.02	10.52	12.03	13.54										
GAY	01	Doc Finish Spec	14.30	14.73	15.17	15.63	16.10	15.53	15.96	16.40	16.86	17.33	17.38	17.81	18.25	18.71	19.18
	02	Doc Fin Sp-Off Press	16.92	17.43	17.95			18.15	18.65	19.18			20.00	20.51	21.03		
	03	Illustrator-Appren	8.46	9.23	10.77	12.31	13.85										
	04	Illustrator	15.39	15.85	16.32	16.81	17.32	16.62	17.08	17.55	18.04	18.54	18.47	18.93	19.40	19.89	20.40
	05	Illustrator-Val	18.18	18.73	19.29			19.41	19.96	20.52			21.26	21.81	22.37		
	06	Offset Photo	15.39	15.85	16.32	16.81	17.32	16.62	17.08	17.55	18.04	18.54	18.47	18.93	19.40	19.89	20.40
	07	Photoengraver	15.39	15.85	16.32	16.81	17.32	16.62	17.08	17.55	18.04	18.54	18.47	18.93	19.40	19.89	20.40
	08	Photoeng-Off Photo	18.18	18.73	19.29			19.41	19.96	20.52			21.26	21.81	22.37		

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"SIX"

Overseas Senior Intelligence Schedule (SIX)

(effective 12 July 1981)

<u>GRADE</u>	<u>ANNUAL SALARY</u>
SIX-1	\$57,263*
SIX-2	59,180*
SIX-3	61,161*
SIX-4	63,210*
SIX-5	65,326*
SIX-6	67,514*

*The rate of basic pay for employees at these rates is limited to \$50,112.50 by Section 5308 of Title 5 of the United States Code.